

<b>Sustainable Development Select Committee</b>		
Title	Work and Skills Strategy 2016 - 2018: update on Progress	
Contributor	Executive Director for Resources and Regeneration	Item 6
Class	Part 1 (open)	22 March 2018

## **1. Purpose of the Report**

- 1.1 This report presents and updates the committee on the progress of implementing the Work and Skills Strategy: 2016-2018.

## **2. Recommendation**

- 2.1 That the Committee note the progress to date on the Work and Skills Strategy 2016 - 2018.
- 2.2 That the Committee agree to receive a draft of a new strategy setting out the Council's priorities on inclusive growth / social regeneration and the actions that will be taken to deliver on the priorities

## **3. Policy Context**

- 3.1 *Shaping our future*, Lewisham's Sustainable Community Strategy, sets out six priority outcomes that the Council and its strategic partners are working to achieve. The Work and Skills Strategy 2016-18 contributes to all the *Shaping our future* priorities but in particular to:
- Ambitious and achieving - where people are inspired and supported to fulfil their potential;
  - Dynamic and prosperous - where people are part of vibrant communities and town centres, well connected to London and beyond.
- 3.2 The Work and Skills Strategy supports the 14-24 NEET Reduction Strategy and contributes towards its aims:
- to reduce the number of Lewisham young people up to the age of 19, and of 20-24 year olds with learning difficulties, who are not in Education, Employment or Training, including preventing young people becoming NEET;
  - to contribute to the reduction of the high unemployment levels of 19-24 year olds.
- 3.3 This proposal also relates the Council's corporate priorities, as set out in the Council's Corporate Strategy. In particular, it relates to:
- Inspiring efficiency, effectiveness and equity
  - Ensuring efficiency and equity in the delivery of excellent services to meet the needs of the community.

3.4 This proposal supports the key theme of reducing inequality – narrowing the gap in outcomes for citizens.

#### **4. Background**

4.1 The original 2013 – 2015 Work and Skills Strategy was developed following the Work and Skills Summit Meeting held in April 2013 and agreed by Mayor and Cabinet on 8<sup>th</sup> June 2013. It was developed by officers in conjunction with partners including Jobcentre Plus, Work Programme providers, the Council, Lewisham Southwark College and the four main housing providers. The objectives of the strategy were:

- To enable more excluded residents to access and benefit from services;
- To enable more excluded residents into sustained employment;
- To increase opportunities for progression in employment;
- To derive greater value from existing employment-related expenditure and services.

4.2 The 2013 – 2015 Work and Skills Strategy – “Building Bridges to Work” was revised in the autumn of 2015. The refreshed Strategy, (2016-18) went to Sustainable Development Select Committee on 22nd October 2015.

4.3 The refreshed Work and Skills Strategy for 2016 – 2018 includes an update of the evidence provided in the 2013 – 15 strategy and a number of actions under the following 6 headings:

- Develop strong partnerships across all sectors
- Develop improved labour market intelligence
- Maximise social value opportunities with employers and enterprise
- Improving local skills training to equip adults for work opportunities
- Deliver employment support for those with the most complex needs
- Encourage residents in employment to progress

4.4 It is worth noting that when the Sustainable Development Select Committee discussed the draft 2016-18 Work and Skills Strategy in October 2015, the residents of Lewisham were starting to see signs of the economic recovery that was being reported across London following the economic recession of 2008 with 74.8% of Lewisham’s residents reported as in employment (i.e. those who have done some paid work in the reference week; those on government-supported training and employment programmes; and those doing unpaid family work in the period from January 2014 – December 2014. This had risen from 70.3% in the same period of 2012 and it was above the London average of 71.2% at the time.<sup>1</sup>

4.6 The most recent employment figures available (September 2017) shows 79.9% of Lewisham residents reported as in employment, this is well above the London (73.3%) and Great Britain (74.5%). Looking back the employment rate of our economically active residents has gone up nearly 10% since we started our focus on work and skills with the 2013-15 strategy

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<sup>1</sup> <https://www.nomisweb.co.uk/reports/lmp/la/1946157254/report.aspx?town=lewisham>

- 4.7 As confidence in the economy returns and the number of job opportunities across London continues to rise, Lewisham needs an appropriately skilled labour force to compete for these opportunities. We need to continue to target support for our most vulnerable residents to ensure that they are able to benefit from job growth and opportunities in Lewisham and across London.

## **5 Reflections of progress made during 2016 – 18**

- 5.1 A great deal of progress has been made in implementing the actions set out in the Work and Skills Strategy Action Plan 2016-18. Our main activity over the last two years has been:
- Developing, commissioning and implementing the Pathways to Employment Programme,
  - Developing, commissioning and very recently launching of the Lewisham Construction Hub; and
  - the Commissioning of a number of discreet employability projects aimed at supporting our most vulnerable residents. This has been the Circle Collective, The For Jimmy Pilot for residents with disabilities and The Good People pilot.

Additional information about the above projects is included in Appendix A.

- 5.2 The Pathways to Employment programme is run jointly with London Boroughs of Lambeth and Southwark. Now in its second phase, the success of the first pilot and our continued work has meant that Pathways is now seen as the accepted model of good practice in providing employment support with individuals with complex needs. The Work and Pensions Select Committee's 2015 welfare-to-work report highlighted Pathways as a model of excellent practice, recommending its key principles be adopted on a national scale. The new Work and Health Programme which started across the country on 1<sup>st</sup> March is based on the principles of our Pathways to Employment programme.
- 5.3 Over the next five years we will continue to work on our long-term ambition of a joined up locally co-commissioned and co-designed employment, skills and welfare system. We will be working with DWP and Ingeus, (the provider for Work and Health Programme in Lewisham) to make sure that the Work and Health programme works for Lewisham residents.
- 5.4 We will also be working with the GLA to implement a devolved skills system on construction skills as well as pursuing new opportunities to join-up employment support and mental health.
- 5.5 The Partnership we have established through delivering the Lewisham Work and Skills Strategy 2016-18 with Jobcentre Plus, GLA, DWP, housing providers especially Phoenix and Lewisham Homes, employment support organisations, neighbouring boroughs and others gives us a solid foundation to tackle future challenges and a framework to take on devolved responsibilities.
- 5.6 A summary of the progress made against the specific actions in the Work and Skills Strategy 2016 – 18 Action Plan can be found attached as Appendix A.

## **6. Looking ahead to a new Strategy for 2018 and beyond**

6.1 Work on a new Strategy (2018-2022) that aims to support our residents gain the skills and experience to enable them to access good quality jobs or progress into better jobs has started. The new Strategy will need to incorporate and reflect the new policy framework and a number of key initiatives that have been launched by the Government, the Mayor of London, or locally set priorities. These include

### **6.2 *The Industrial Strategy***

6.2.1 The Industrial Strategy White Paper published in November 2017 sets out the Government's long term plan to boost the productivity and earning power of people throughout the UK. It sets out what the Government aims to do to ensure Britain is fit for the future particularly how they will help businesses create better, higher-paying jobs in every part of the UK with investment in the skills, industries and infrastructure of the future. The White Paper sets out five foundations for how this will be achieved:-

- ideas: the world's most innovative economy
- people: good jobs and greater earning power for all
- infrastructure: a major upgrade to the UK's infrastructure
- business environment: the best place to start and grow a business
- places: prosperous communities across the UK

6.2.2 The White Paper includes a reference to "Local Industrial Strategies" that build on local strengths and deliver on economic opportunities and an indication that the first of these would be agreed in 2019/20 onwards. Officers are waiting for further guidance to be available on this Strategy and it will then be incorporated into existing work programme.

### **6.3 *Skills for Londoners Strategy***

6.3.1 The Mayor of London wants to make sure all Londoners have the skills they need to succeed economically and in wider society, and for businesses to have access to a pool of talent to compete in the global market. His draft strategy on skills and adult education outlines plans to create a post-16 technical and vocational education and skills system that meets the needs of Londoners and businesses. It also calls on London's businesses, of all sizes and sectors, to outline what they need and what they can contribute to build the workforce of the future. One of the key areas of the strategy is the "Digital Talent Programme" which provides funding for digital skills training in order to enable young people to access London's digital, tech and creative industries.

6.3.2 Consultation on the Skills for Londoners Strategy started on 24<sup>th</sup> November 2017 and ended on 2nd January 2018. We are waiting for the publication of the final Strategy.

#### *Construction Academy Scheme*

6.3.3 One thing that we in Lewisham are keeping a very close eye on is the proposal from the Mayor to launch a Construction Academy Scheme as part of Skills for

Londoners Strategy. This aims to increase the number of skilled construction workers in London to help meet housebuilding targets. The scheme will:

- Help ensure more people can access construction skills training
- Provide funding for new and improved learning spaces and equipment
- Support SME construction firms with vacancies to fill
- Share best practice among trainers
- Promote careers in construction

6.3.4 The Council launched its own Lewisham Construction Hub with exactly the same aims on 1<sup>st</sup> February 2018. The GLA have been closely following the development of our Construction Hub and we are in turn waiting in anticipation for their prospectus and call for expressions of interest to be a part of the Academy.

#### **6.4 *Economic Development Strategy for London***

6.4.1 The Mayor of London launched his draft Economic Development strategy last December. The draft Strategy sets out his plans to grow London's economy, support businesses, boost innovation and create a city that works for all. The draft Economic Development strategy has three main goals:

- Opening-up opportunities – everyone should be able to benefit from all the City offers
- Growth – ensuring the London economy will continue to thrive and is open to business
- Innovation – to make London a world leader in technology and a hub of new ideas and creativity

6.4.2 Consultation on the draft Economic Development Strategy for London started on 13<sup>th</sup> December 2017 and is due to end on 13<sup>th</sup> March 2018. Lewisham Council have commented on the Economic Development Strategy directly to the GLA as well as through the joint response with CLF boroughs.

#### **6.5 *Work and Health Programme – “Central London Works”***

6.5.1 The Work and Health Programme (WHP) officially started on 1st March 2018 and is the DWP's new contracted employment provision that will help people who have a disability, the long-term unemployed (LTU) and specified disadvantaged groups to find sustained work. The WHP will target those who are most likely to benefit from the additional support of the programme. The WHP will:

- provide additional support that is distinct and additional to that available through Jobcentre Plus;
- support current and future local plans for service integration for individuals who have multiple barriers to work and/or have a disability.

6.5.2 DWP agreed, through the Government's Devolution Deal and City Deal process, to work with a number of combined authorities/city regions to ensure local priorities influence the design and delivery of WHP by co-designing the programme with those areas. In London the commissioning of the Work and Health Programme was devolved to the sub-regional bodies. As Lewisham is one of the twelve Central London Forward boroughs, CLF is the Contracting Body for Work and Health Programme for Lewisham and the programme is called “Central London Works”.

6.5.3 Following a procurement process, Ingeus was awarded the contract for delivering Central London Works from 1<sup>st</sup> March 2018 for a period of five years. CLF will remunerate Ingeus on a Payment by Results (PbR) basis in order to drive sustained employment outcomes.

6.5.4 Ingeus is expected to:

- provide Participants with more tailored support than is available in their locality
- have strong links to national and local employers;
- link up with health and social care services and other local services; and
- take a holistic approach to tackling the barriers to employment faced by Participants.

6.5.5 The Council will work with Central London Forward to monitor the performance of Ingeus. The Council will also work with Maximus (provider in Bromley) and GLLaB (provider in Greenwich) as Lewisham residents signing on at Bromley JCP offices and at Woolwich JCP offices will be supported covered by the other providers

## **6.6 In Summary**

6.6.1 All the above policy papers and the Work and Health Programme will inform the development of the new Strategy. The new Strategy will also be informed by priorities of the new administration following the local government elections in May 2018.

6.6.2 Welfare reform continues to have a transformative impact upon Lewisham residents. The borough is preparing for Universal Credit full service roll out in June 2018. The new Strategy will bring together the Council with its partner organisations, in particular the housing partners and Jobcentre Plus, to develop measures to support our residents through the changes.

6.6.3 Finally, in addition to setting out priorities around employment and skills, the new Strategy will also incorporate priorities to support Small and Medium sized Enterprises as well as work around our Inward Investment programme that's aimed at supporting growth sectors to create local jobs and thereby bringing opportunities for residents to gain skills and access to jobs.

6.6.4 It is therefore recommended that Committee agree to receive a draft of the new Council Strategy on our priorities for delivering Inclusive Growth (employment, skills, support for businesses) in the late summer or in the autumn of this year.

## **7. Legal Implications**

7.1 Under S1 of the Localism Act 2011 the Council has a general power of competence to do anything which an individual may do unless it is expressly prohibited.

7.2 The Equality Act 2010 (the Act) introduced a public sector equality duty (the equality duty or the duty). It covers the following protected characteristics: age,

disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

7.3 In summary, the Council must, in the exercise of its functions, have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- advance equality of opportunity between people who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

7.4 It is not an absolute requirement to eliminate unlawful discrimination, harassment, victimisation or other prohibited conduct, or to promote equality of opportunity or foster good relations between persons who share a protected characteristic and those who do not. It is a duty to have due regard to the need to achieve the goals listed above.

7.5 The weight to be attached to the duty will be dependent on the nature of the decision and the circumstances in which it is made. This is a matter for the Mayor, bearing in mind the issues of relevance and proportionality. The Mayor must understand the impact or likely impact of the decision on those with protected characteristics who are potentially affected by the decision. The extent of the duty will necessarily vary from case to case and due regard is such regard as is appropriate in all the circumstances.

## **8. Financial Implications**

8.1 The projects outlined in this report are being funded from the existing Revenue Budget or by the named partners.

8.2 Where appropriate and possible, additional funding will be sought from the Job Centre's Flexible Support Fund, Community Budget Fund or other grant funding sources to implement the aims of the strategy.

## **9. Crime and Disorder Implications**

9.1 There are no direct crime and disorder implications arising from this report.

## **10. Environmental Implications**

10.1 There are no immediate environmental implications arising from this report.

## **11. Equalities Implications**

11.1 Our vision and ambition for our borough is that:

***“Together we will make Lewisham the best place in London to live work and learn.”***

This is underpinned by hard-edged principles for:

- **reducing inequality** – narrowing the gap in outcomes for citizens
- **delivering together efficiently, effectively and equitably** - ensuring that all citizens have appropriate access to and choice of high quality local services

11.2 The Council's Comprehensive Equality Scheme (CES) for 2016-20 provides an overarching framework and focus for the Council's work on equalities and helps ensure compliance with the Equality Act 2010.

11.3 The Council equality objectives through the CES include:

- **tackle** victimisation, discrimination and harassment
- **improve** access to services
- **close** the gap in outcomes for all residents
- **increase** mutual understanding and respect within and between communities
- **increase** citizen participation and engagement

11.4 The strategy addresses the Council's equality objectives as it includes measures to improve access to services for our most vulnerable residents particularly through the implementation of the Local Services Support Framework. The core aim of the strategy is to provide a framework for DWP/the Council and other partners to work to reduce the number of residents on the JSA register, this supports our equality objectives as increased number of residents will participating in work related activity.

## 12. Background Papers

<b>Short Title of Document</b>	<b>Date</b>	<b>File Location</b>	<b>Contact Officer</b>
Mayor's Annual Report, 2013	20 <sup>th</sup> March 2013	Online at: <a href="http://councilmeetings.lewisham.gov.uk/documents/s23617/Work%20and%20Skills%20Strategy%20Appendix.pdf">http://councilmeetings.lewisham.gov.uk/documents/s23617/Work%20and%20Skills%20Strategy%20Appendix.pdf</a>	Fenella Beckman
Sustainable Development Select Committee	22 <sup>nd</sup> October 2015	Online at: <a href="http://councilmeetings.lewisham.gov.uk/documents/s39194/03WorkAndSkillsCoverReport221015.pdf">http://councilmeetings.lewisham.gov.uk/documents/s39194/03WorkAndSkillsCoverReport221015.pdf</a>	Fenella Beckman
Mayor and Cabinet	09 <sup>th</sup> December 2015	Online at: <a href="http://councilmeetings.lewisham.gov.uk/documents/s40224/Works">http://councilmeetings.lewisham.gov.uk/documents/s40224/Works</a>	Fenella Beckman

		<a href="#">%20and%20Skills%20Strategy.pdf</a>	
Sustainable Development Select Committee	24 <sup>th</sup> January 2017	Online at:- <a href="http://councilmeetings.lewisham.gov.uk/ieListDocuments.aspx?Cld=136&amp;MId=4175&amp;Ver=4">http://councilmeetings.lewisham.gov.uk/ieListDocuments.aspx?Cld=136&amp;MId=4175&amp;Ver=4</a>	Fenella Beckman

### 13 Further Information

13.1 If you would like further information on this report please contact Fenella Beckman, Head of Economy and Partnerships, on 020 314 8632.

Appendix A – Update on the Work and Skills Strategy 2016 – 2018 Action Plan